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Commission on Ethics & Public Trust

Miami-Dade County

Memorandum

To: **Felix Jimenez, Office of the Inspector General** File: **K15-011** Date: **January 15, 2015**

From: **Robert Steinback: Miami-Dade County Commission on Ethics and Public Trust**

Re: **Walk-in Complainant Lorenzo Jones**

The investigator met with Lorenzo Jones, a walk-in complainant, on Friday, January 9, 2015.

Jones is a technician in the Metromover section of Miami-Dade Transit. He stated that he believes there is rampant overtime fraud occurring in his department. He described several ways in which he believes fraud is being perpetrated.

Jones said that according to written records, he is often shown as being offered overtime, but he says the offers aren't actually extended. Jones says that this allows supervisors to produce records that purportedly show they are being fair in offering overtime to all employees, when in fact they are favoring some employees over others. Jones claims that the disparity in overtime hours he has actually received compared to that received by others could be as much as 1,000 hours.

In addition, Jones says supervisors are improperly creating unnecessary overtime for themselves. In Jones' view, two supervisors per shift are adequate to do the job. However, Jones said that supervisors often assign each other three hours of overtime overlapping the next shift – "every night," Jones said – even though there are two supervisors already on duty. Then, Jones said, on many occasions, the supervisor on overtime leaves early, perhaps 90 minutes into the overtime period, because there is so little work to do, but still claims three hours overtime.

Jones said sometimes the supervisory workload is so light, even with two supervisors on duty, that the supervisors are "not doing a thing, playing on the internet all day, checking their computers (meaning, I believe, e-mail), shopping on line."

Jones said he believed the department had tallied 5,000 overtime hours over the last two years, most of which he said is probably unnecessary.

Jones said further that overtime hours were not being distributed fairly among employees. Jones said that he has one co-worker who is routinely working 7 days a week, while he, Jones, was getting few or no overtime hours. He added that there were people in the office with low seniority working 60 or more hours a week.

Jones went on to say that he believe discipline in the department also was meted out improperly. He noted a case of him being cited by the department for having improper safety equipment while on duty, in this instance, a lack of safety work shoes. But Jones said other employees, and even supervisors, are often in the work areas without the proper footwear, yet are not cited.

Jones said he has filed complaints on a number of occasions but has not received any response. He said he has approached the Office of [Human Rights and] Fair Employment Practices and concluded that neither office was interested in helping him.